

EEO PUBLIC FILE REPORT

FOR

STATION KRDO-TV, KRDO-FM and KRDO (AM)
Colorado Springs, Colorado

This EEO Public File Report
Covers the One-Year Period
Ending on November 30, 2023

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KRDO’s public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission’s (“FCC”) rules.

During the one-year period ending on November 30, 2023, the station filled the following full-time vacancies:

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. Part-Time Meteorologist – REQ. #22-1244 2. Local Sales Manager – REQ. #22-1207 3. Investigative Reporter – REQ. #22-1170 4. TV News Producer – REQ. #22-1253 5. Videographer – REQ. #22-1267 6. Integrated Media Consultant – REQ. #23-1004 7. Radio Sales Trainee – REQ. #22-1248 8. TV News/Digital Producer – REQ. #23-1007 9. Director – REQ. #22-1243 10. Multimedia Journalist (MMJ) - REQ. #23-1005 11. TV Account Executive (AE) - REQ. #22-1166 12. Promotions Producer – REQ. #23-1087 13. Radio Sales Trainee – REQ. #23-1088 14. Anchor/Multimedia Journalist (MMJ) – REQ. #23-1041 15. TV Sales Trainee – REQ. #22-1247 | <ol style="list-style-type: none"> 16. Multimedia Journalist (MMJ) – REQ. #23-1076 17. Multimedia Journalist (MMJ) – REQ. #23-1032 18. Assignment Manager – REQ. #23-1008 19. General Manager – REQ. #23-1061 20. TV News Producer – REQ. #23-1043 21. MC Operator – REQ. #23-1091 22. Director – REQ. # 23-1086 23. Multimedia Journalist – REQ. #23-1064 24. Broadcast Engineer – REQ. #23-1175 25. Facilities technician – REQ. #23-1152 26. Digital Content Director - REQ. #23-1133 27. Account Executive – REQ. #23-1141 28. News Producer – REQ. #23-1150 29. Videographer – REQ. #23-1098 30. BOC Supervisor – REQ. #23-1176 |
|---|---|

The station interviewed a total of 82 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
1. News-Press Gazette & Corporate	43
2. KRDO.com	0
3. Employee Referral	12
4. Indeed.com	8
5. Internal Applicant	16
6. ZipRecruiter.com	3
7. TVJobs.com	0
8. Mandy.com	0
9. Pikes Peak Workforce Center/Connect Colorado	0
10. Motionographer.com	0
11. Denver Post	0
12. The Gazette	0
13. Agent	0
14. College	0
15. LinkedIn.com	0

16. Former Employee	0
17. Mt. Carmel Veterans Center	0

Attachment A contains the following information for each full-time vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- * The recruitment source that referred the hiree for each full-time vacancy;
- * The total number of persons interviewed for each full-time vacancy; and
- * The total number of interviewees referred to by each recruitment source is used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Part-Time Meteorologist
Requisition #: 22-1244
Recruitment Source: News-Press Gazette & Corporate

Total Number of Persons Interviewed for the Vacancy: 3
Date Vacancy Opened: 10/21/22
Date Vacancy Filled: 12/01/22

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	3	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Local Sales Manager

Total Number of Persons Interviewed for the Vacancy: 4

Requisition #: 22-1207

Date Vacancy Opened: 08/24/22

Recruitment Source: Referral

Date Vacancy Filled: 12/30/22

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				1	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Investigative Reporter

Requisition #: 22-1170

Recruitment Source: Internal Applicant

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Opened: 07/07/22

Date Vacancy Filled: 01/09/23

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: TV News Producer

Requisition #: 22-1253

Recruitment Source: Internal Applicant

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Opened: 11/01/22

Date Vacancy Filled: 01/23/23

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	2	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer

Total Number of Persons Interviewed for the Vacancy: 2

Requisition #: 22-1267

Date Vacancy Opened: 12/10/22

Recruitment Source: News-Press Gazette & Corporate

Date Vacancy Filled: 01/11/23

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	2	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Integrated Media Consultant (IMC)

Requisition #: 23-1004

Recruitment Source: News-Press Gazette & Corporate

Total Number of Persons Interviewed for the Vacancy: 8

Date Vacancy Opened: 01/10/2023

Date Vacancy Filled: 03/06/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	6	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				2	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Radio Sales Trainee

Requisition #: 22-1248

Recruitment Source: Employee Referral

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Opened: 10/27/2022

Date Vacancy Filled: 03/09/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Director
Requisition #: 22-1243
Recruitment Source: Indeed.com

Total Number of Persons Interviewed for the Vacancy: 1
Date Vacancy Opened: 01/30/2023
Date Vacancy Filled: 03/02/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				1	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: TV News/Digital Producer
Requisition #: 23-1007
Recruitment Source: News-Press Gazette & Corporate

Total Number of Persons Interviewed for the Vacancy: 2
Date Vacancy Opened: 01/13/2023
Date Vacancy Filled: 02/16/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	2	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Multimedia Journalist (MMJ)
Requisition #: 23-1005
Recruitment Source: News-Press Gazette & Corporate

Total Number of Persons Interviewed for the Vacancy: 2
 Date Vacancy Opened: 01/10/2023
 Date Vacancy Filled: 05/15/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	2	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: TV Account Executive (AE)

Total Number of Persons Interviewed for the Vacancy: 6

Requisition #: 22-1166

Date Vacancy Opened: 05/06/2022

Recruitment Source: Internal Applicant

Date Vacancy Filled: 04/10/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				2	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	2	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Promotions Producer

Requisition #: 23-1087

Recruitment Source: Internal Applicant

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Opened: 05/09/2023

Date Vacancy Filled: 07/03/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				1	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Radio Sales Trainee

Requisition #: 23-1088

Recruitment Source: Employee Referral

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Opened: 05/09/2023

Date Vacancy Filled: 07/17/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Anchor/Multimedia Journalist (MMJ)

Requisition #: 23-1041

Recruitment Source: News-Press & Gazette Corporate

Total Number of Persons Interviewed for the Vacancy: 6

Date Vacancy Opened: 02/24/2023

Date Vacancy Filled: 08/14/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	3	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	3	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: TV Sales Trainee
Requisition #: 22-1247
Recruitment Source: News-Press & Gazette Corporate

Total Number of Persons Interviewed for the Vacancy: 1
Date Vacancy Opened: 12/16/2022
Date Vacancy Filled: 07/31/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Multimedia Journalist (MMJ)
Requisition #: 23-1076
Recruitment Source: News-Press & Gazette Corporate

Total Number of Persons Interviewed for the Vacancy: 4
Date Vacancy Opened: 04/10/2023
Date Vacancy Filled: 06/05/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	3	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Multimedia Journalist (MMJ)
Requisition #: 23-1032
Recruitment Source: News-Press & Gazette Corporate

Total Number of Persons Interviewed for the Vacancy: 3
Date Vacancy Opened: 02/10/2023
Date Vacancy Filled: 06/19/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	3	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Assignment Manager
Requisition #: 23-1008
Recruitment Source: News-Press & Gazette Corporate

Total Number of Persons Interviewed for the Vacancy: 3
Date Vacancy Opened: 01/13/2023
Date Vacancy Filled: 05/15/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	2	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: General Manager
Requisition #: 23-1061
Recruitment Source: Employee Referral

Total Number of Persons Interviewed for the Vacancy: 7
Date Vacancy Opened: 03/29/2023
Date Vacancy Filled: 05/30/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				1	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	4	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: TV News Producer
Requisition #: 23-1043
Recruitment Source: News-Press & Gazette Corporate

Total Number of Persons Interviewed for the Vacancy: 2
Date Vacancy Opened: 03/02/2023
Date Vacancy Filled: 07/05/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	2	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: MC Operator

Requisition #: 23-1091

Recruitment Source: News-Press & Gazette Corporate

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Opened: 05/16/2023

Date Vacancy Filled: 08/14/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	2	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Director
Requisition #: 23-1086
Recruitment Source: Indeed.com

Total Number of Persons Interviewed for the Vacancy: 1
Date Vacancy Opened: 08/09/2023
Date Vacancy Filled: 08/28/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				1	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Multimedia Journalist

Requisition #: 23-1064

Recruitment Source: Employee Referral

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Opened: 04/10/2023

Date Vacancy Filled: 08/31/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Facilities Technician

Requisition #: 23-1152

Recruitment Source: Employee Referral

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Opened: 09/21/2023

Date Vacancy Filled: 11/13/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				2	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Broadcast Engineer

Requisition #: 23-1175

Recruitment Source: Employee Referral

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Opened: 10/24/2023

Date Vacancy Filled: 11/27/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Digital Content Director

Requisition #: 23-1133

Recruitment Source: Internal Applicant

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Opened: 08/22/2023

Date Vacancy Filled: 10/21/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Requisition #: 23-1141

Recruitment Source: Employee Referral

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Opened: 08/29/2023

Date Vacancy Filled: 10/09/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer

Requisition #: 23-1098

Recruitment Source: News-Press & Gazette Corporate

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Opened: 06/09/2023

Date Vacancy Filled: 10/23/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	2	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Producer
Requisition #: 23-1150
Recruitment Source: News-Press & Gazette Corporate

Total Number of Persons Interviewed for the Vacancy: 3
 Date Vacancy Opened: 09/19/2023
 Date Vacancy Filled: 10/16/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	2	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: BOC Supervisor
Requisition #: 23-1176
Recruitment Source: Internal Applicant

Total Number of Persons Interviewed for the Vacancy: 1
 Date Vacancy Opened: 10/26/2023
 Date Vacancy Filled: 11/12/2023

Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
News-Press Gazette & Corporate	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
KRDO.com	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Indeed.com				0	No
TVJobs.com				0	No
ZipRecruiter.com				0	No
Pikes Peak Work Force Center/Connect Colorado	1675 Garden of the Gods Road, Colorado Springs, CO 80907	Nathan Cull	(719) 667-3814	0	No
Mt. Carmel Veterans Center	530 Communications Circle, Colorado Springs, CO 80905	Mark Smith	(719) 309-4714	0	No
Employee Referral	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	0	No
Internal Applicant	399 S. 8 th Street, Colorado Springs, CO 80905	Linda Parker	(719) 632-1515	1	No

MENU OPTION ACTIVITIES

Station KRDO has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
5	University Outreach - Interns	On 02/16/23, Staci-Lyn Onofre created unpaid internship opportunities to provide hands on training for up-and-coming broadcast students from the local colleges/universities. We had two interns during this year from CSU Pueblo & Colorado College.
1	Mount Carmal Veteran Center – Job Fair	On 01/25/23, Zack Luczejko participated in a job fair at Mount Carmel Veteran Center to discuss job opportunities with military veterans and their spouses.
1	Mount Carmal Veteran Center – Job Fair	On 04/26/23, Zack Luczejko participated in a job fair at Mount Carmel Veteran Center to discuss job opportunities with military veterans and their spouses.
1	Penn State University, State College, PA – Job Fair	On 02/24/23, Joe Ruch (Meteorologist) participated in a job fair at Penn State University, State College, PA to discuss job opportunities with graduate and undergraduate students.
4	Community Group Activity	On 3/01/23, Daniel Benson provided a tour of our station to a local family to learn more about broadcasting.
1	Mount Carmal Veteran Center – Job Fair	On 06/14/23, Zack Luczejko participated in a job fair at Mount Carmel Veteran Center to discuss job opportunities with military veterans and their spouses.
4	Community Group Activity	On 5/12/23, Daniel Benson provided a tour of our station to a local Girl Scout Troop to learn more about broadcasting and understanding the importance of being responsible for your words.
4	Community Group Activity	On 5/17/23, Josh Helmuth provided a tour of our station to the Atlas Prep Academy High School’s Media Club to learn more about broadcasting.

4	Community Group Activity	On 9/11/23, Daniel Benson provided a tour of our station to the Rocky Mountain Calgary Church to learn more about broadcasting.
4	Fiestas Patrias – Community Group Activity	On 9/16/23, Andrea Herrera attended Fiestas Patrias to meet with community members who were of Hispanic Origins to discuss the broadcast industry.
1	Mount Carmal Veteran Center – Job Fair	On 09/27/23, Zack Luczejko participated in a job fair at Mount Carmel Veteran Center to discuss job opportunities with military veterans and their spouses.
4	Family Fest – Community Group Activity	On 9/30/23, KRDO’s weather team attended Family Fest and provided an opportunity for kids in the community to learn how to forecast weather and discuss opportunities in broadcasting.
4	Community Group Activity	On 11/01/23, Joe Ruch and Chris Larson provided a tour of our station to a State Court Appointed Disabled Child Assistant's client to learn more about weather broadcasting.
1	Arizona State University-Job Fair	On 10/18/23, Michael Fabac participated in a job fair at Arizona State University to discuss job opportunities with students.
4	Community Group Activity	On 11/13/23, 11/15/23, 11/27/23, & 11/29/23 Daniel Benson provided a tour of our station to Pueblo D60 School students to learn more about broadcasting.

For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;

11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.